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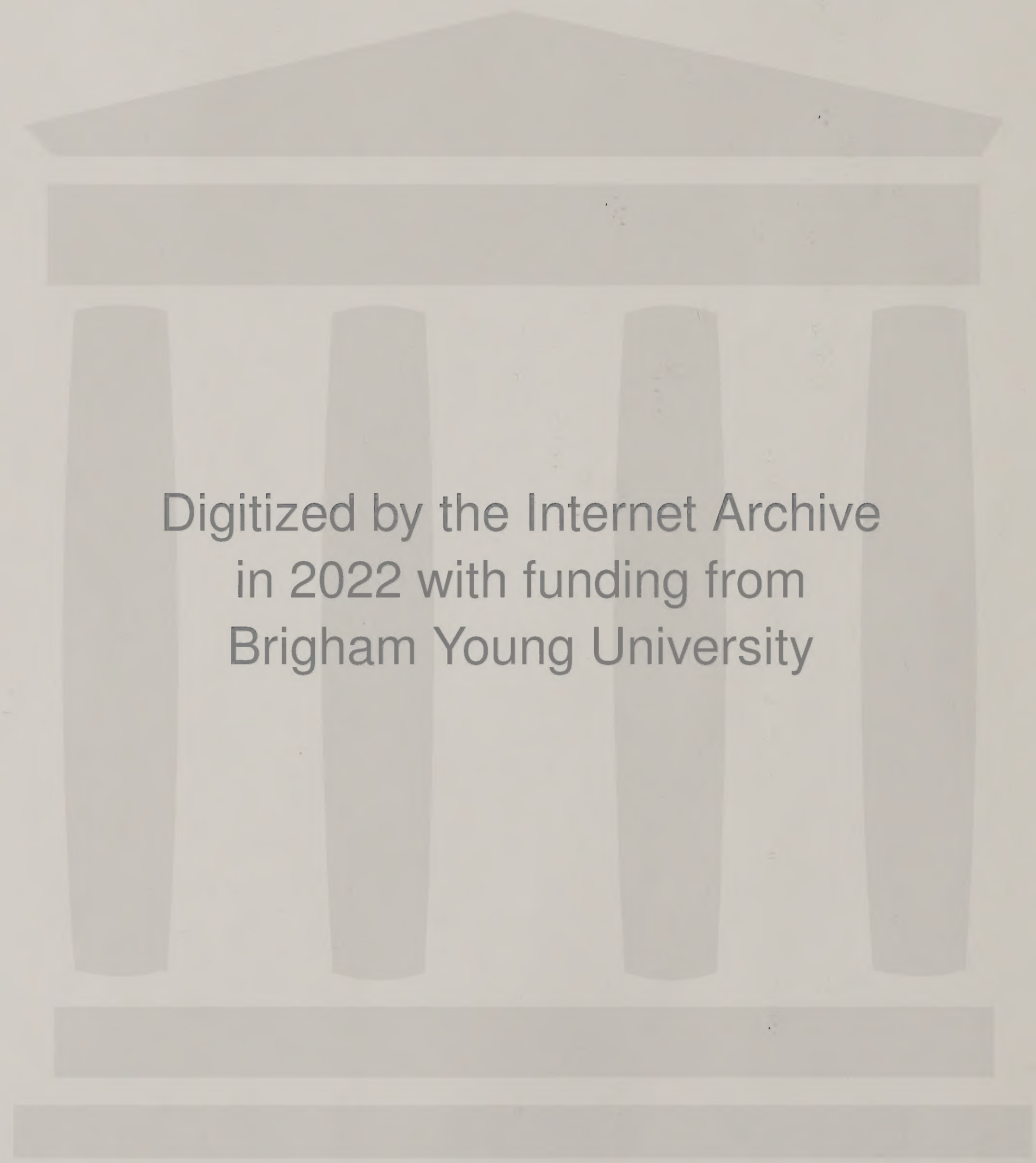
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August 1, 1938

To the Mission Presidents of the
European Missions and their Wives:

Dear Fellow Missionaries,

While this summary of the excellent reports, addresses and suggestions which you gave at the annual Mission Presidents' Conference this year is rather brief, an effort has been made to cover the salient points discussed and at the same time reduce to a minimum the bulk of the material which was presented. It is hoped that this presentation will give inspiration, encouragement and helpful information not only to you and your successors, but to others who are engaged in the delightful duty of directing the efforts of our splendid young missionaries. Based, as these matters are, on your broad and valuable missionary experience, the suggestions and recommendations contained herein are sure to be helpful.

Statistics and local problems have been eliminated. While many topics and many different subjects were discussed, only the conclusions finally reached are herein presented. New ideas and helpful suggestions not found in previous reports have been given preference and items covered in the formal resolutions have not been given in other sections of the report.

I congratulate you and to you express appreciation for the effective work which, under the guidance of our Heavenly Father, you are doing. That man is not greatest who does most himself, but he who directs the activities of the most efficient organization. The willingness, yes the eagerness with which, under your direction those in your respective missions are struggling to find new methods of presenting our age-old gospel message to the people of this modern thinking world is an indication of the effectiveness with which you are operating as the leaders of the ardent workers in the missions of Europe.

Under your direction, our elders are making many friends and they are making some converts, but most important of all -- they are bringing lasting conviction and permanent conversion into their own souls and into their own lives. These valiant young workers are developing into men and women of such strength and character that they are sure to be an important part of that leaven which is to leaven the whole lump.

Our progress appears to be slow. It is slow. But because there is progress, let us rejoice. The fact that at this very hour great nations are stopping to think and to weigh and to consider together the problems of mighty import which arise between and among them is evidence that that happy day may be coming soon when swords will be beaten into plow shares, when war shall not be learned any more and when that peace on earth shall come which the Lord our Saviour came to bring.

Appreciation is hereby expressed to all of you for the prompt and efficient help you gave, thus making possible the excellent program and the gratifying success of the Mission Presidents' Conference. To our associates who have been released, we extend our best wishes and blessings and to those who have come to take their places, we bid a hearty welcome.

For the excellence of this report, its clear-cut headings, its full and accurate index and its attractive general arrangement and appearance, grateful appreciation is hereby expressed to Elders Arthur C. Porter and Lee S. Manwill of the European Mission Office who served as secretaries of the conference. These efficient and unselfish brethren remained as long as was necessary after they were actually released in order to make certain the satisfactory completion and presentation of this report.

It is to me and to Sister Lyman a source of great joy, satisfaction and pride that the opportunity is ours of being associated with you worthy and efficient leaders in this great work of the Master.

Heaven bless you, every one, we humbly pray and also all of those with whom you labor in this mighty and important Gospel cause,

Faithfully and affectionately
your fellow laborers,

Richard R. Lyman

Richard R. Lyman, President
European Mission

Amy Brown Lyman

Amy Brown Lyman, Consulting
Advisor of Women's
Auxiliaries of the
European Mission.

RRL:aff

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REPORT OF THE CONFERENCE

OF THE PRESIDENTS OF THE EUROPEAN MISSIONS AND THEIR WIVES

HELD AT THE PALACE HOTEL, COPENHAGEN? DENMARK

May 17-26, 1938

There were in attendance:

European Mission	President Richard R. Lyman Sister Amy Brown Lyman
British Mission	President Hugh B. Brown Sister Zina C. Brown
Czechoslovak Mission	President Wallace F. Toronto Sister Martha S. Toronto
Danish Mission	President Mark B. Garff Sister Gertrude R. Garff
East German Mission	President A. C. Rees Sister Ida D. Rees
French Mission	President O. F. Ursenbach Sister Hannah Ursenbach
Netherlands Mission	President Franklin J. Murdock Sister Claire T. Murdock
Norwegian Mission	President A. Richard Peterson Sister Margaret M. Peterson
Swedish Mission	President Gustive O. Larson Sister Virginia B. Larson
Swiss-Austrian Mission	President Thomas E. McKay Sister Fawn B. McKay
West German Mission	President Philemon M. Kelly Sister Susan G. Kelly
Secretaries	Elder Lee S. Manwill Elder Arthur C. Porter

Summary of the Minutes:

The conference opened at 8 p.m. Tuesday evening May 17th in the Palace Hotel, Copenhagen. Throughout the conference meetings were held from 9:00 a.m. to 12:30 p.m., 2:00 p.m. to 5:00 p.m. and from 7:30 p.m. to about 9:00 p.m., except when interrupted for a special recreational and sight-seeing program.

All of the meetings convened in a room provided for that purpose in the Palace Hotel. The men and women met separately for a few special meetings. President Richard R. Lyman presided over all of the general conjoint sessions and the special men's meetings, and Sister Amy Brown Lyman presided over the special women's meetings.

Meals were served in the hotel restaurant.

A recreational program under the direction of President Mark B. Garff and Sister Gertrude R. Garff provided for visiting several places of interest near Copenhagen, including the following: Domkirken or Copenhagen Cathedral containing the statues of the Savior and Twelve Apostles by Thorvaldsen; the Wivex, a well-known restaurant where the group enjoyed a dinner; the Tivoli, a famous amusement park; the fish market; a concert presented by the Copenhagen Branch at the branch chapel; a boat ride down the river and around the harbor to see the statue of the "Little Mermaid" and the "Fountain of Gefion" and a trip to Thorvaldsen's Museum.

On Sunday, May 22nd, some of the brethren and their wives were assigned to visit outlying branches of the mission where they addressed the meetings and met with missionaries. The rest attended sessions of the Copenhagen District conference at the Copenhagen Branch chapel.

The conference adjourned at 1:00 p.m., Thursday, May 26th following an inspirational testimony meeting.

OPENING ADDRESS OF PRESIDENT RICHARD R. LYMAN

Of the European Mission

In his opening remarks President Lyman expressed appreciation for being associated with such a fine group of men and women and welcomed all to the conference. He then spoke on the conditions and needs of the European missions, summarized as follows:

We have definite responsibilities to the saints, the public in general, and the missionaries. The local members should be given opportunity to participate; they should be taught the need of permanency and the importance of paying tithing and offerings and otherwise living in conformity with the principles of the Gospel. We should exhibit sincerity and seriousness toward the public, teaching the truths of the Bible, those things which will make humanity happier and better and create interest in our auxiliary organizations. It is well to

specify reading matter for the missionaries, aid them in public speaking, stress the importance of memory drill and encourage them to keep a written record of their activities, experiences and progress.

The work of the Priesthood should include a frequent check-up on family and secret prayer, regular attendance at Sacrament meetings, paying tighing and offerings, keeping the Word of Wisdom, promoting peace and unity in the Church and supporting presiding authorities in branch, district, mission, etc.

The auxiliaries provide opportunity for general education, self-expression, community friendship, activity for all ages, mingling with other people, and mass participation with credit for achieving. Suggestions for improving the work of the auxiliaries: (1) Interest and support of mission presidents and missionaries; (2) Use programs prepared by the general boards, adapting them to the respective missions as necessary; (3) Have a committee at home make a special study of mission needs in preparing lesson programs for missions; (4) Improve class work by training teachers and holding union meetings.

In mission correspondence, letters and their carbon copies should contain the name of mission, name of the individual writer and his position in the mission.

In conclusion he dwelt upon the question: Why are the converts fewer and progress in preaching the Gospel so much slower than 100 years ago? His answer: (1) With few exceptions missionaries are not so zealous, earnest, faithful and devoted to the preaching of the Gospel. They have not undergone the acid test of conversion and in many cases are unprepared. (2) People have lost faith in the Bible. (3) There is no longer the attraction of "gathering." (4) There are more outside influences. (5) People are not so religious. (6) There is more religious competition.

"But we all have faith in the altimate results because of our faith and testimony in the divinity of the mission of the Prophet Joseph Smith and the inspired prophecies that have been made concerning the successful preaching of the Gospel.

"I believe in the prophecy of Daniel. I am sure the God of Geaven has established this His Kingdom that is never to be destroyed; that work that is to stand forever. The progress may be hindered long but it cannot be hindered forever. The work can be done by us, who are mortal beings more effectively only when we come into closer partnership with our Heavenly Father to whom nothing is impossible. And when that condition prevails the work will go forward more rapidly. And in due time the world will be prepared for the coming again of our Lord and Savior Jesus Christ."

"OUR OBJECTIVE"

By President Hugh B. Brown of the British Mission

The three main objectives of our conference are: (1) That the mission presidents might know one another better and gain ideas from one another; (2) That we might visualize our job more clearly; (3) That we might reach conclusions that will help us achieve our aims.

We must convince people of Christ's atonement and of the divinity of the work in which we are engaged.

A complex problem confronts us. We must analyze the resources of our enemies: then evaluate and analyze our own resources; and from these findings we must plan our attack in the most efficient way.

We do the unheard-of thing of putting raw recruits in the front-line trenches. Just as they become used to the work and efficient, we release them and immediately shoot another new group of raw recruits into the front-line trenches to fight the battle. Missionaries should be better prepared for the work before they are brought into the mission field through agencies such as the Sunday Schools and seminaries, and a more extensive course of training should be given in the mission home.

In our proselyting work we must use 20th Century methods to contact people in the 20th Century. We must re-state in modern terms the simple truths of the Gospel which our brethren have been putting before the people for years. Just as a coin becomes worn and valueless with years of use and must once more go through the mint to be re-surfaced and re-faced, so our methods of presenting our message must be re-built along modern lines.

We must bring the facts to light and face them. Facts are more important than unjustified beliefs.

The best way we can help our Father in His avowed purpose "to bring to pass the immortality and eternal life of man" is to find the truth, to know the truth, to live the truth and to teach the truth.

The second harvest is in sight. The seeds have been planted, the cultivating is being done and the prospects are beginning to look good for a harvest in the comparatively near future.

"MORMONISM IN MODERN EUROPE"

By President Gustive O. Larson of the Swedish Mission

The genesis of missionary work in Europe was not unlike the beginning of the early primitive Church. Early Christian missionaries had to make adaptations in face of existing conditions and circumstances.

Conditions in Europe favored the introduction of Mormonism. A great Zion-building program was being carried out that offered an attraction to people in these distressed countries. Statistics show that many joined the Church without true conversion and afterwards were excommunicated. "Enthusiasm was the key to success in Mormon proselyting." But as emigration closed only the remnants remained. The opening of the 20th Century found the members not only comparatively humble in their stations, but heir to a questionable reputation brought about by scheming men and enemies of the Church who would see its progress stopped.

Recent progress has been slow. From a report made by Dr. Joseph F. Merrill covering the three-year period from October 1933 to September 1936, we take the following facts: (1) Church membership in Europe, 1936, 38,888; (2) Average number of missionaries--400 to 500; (3) Total expense of missionaries not including Church transportation home--about a half million dollars; (4) Yearly average number of converts per missionary--about 1.5.

Our method of missionary work in Europe needs adjusting and a two-fold re-enforcement: (1) Internal need for improved local organization and conduct of group; (2) External need of changing the public attitude toward Mormonism to remove prejudice. The present position of the missionary is too unstable. He is <u>in</u> the community but not a <u>part</u> of it. Formerly a two-and-one-half year period was adequate but changed conditions justify a longer stay, to eliminate the constant process of "unfinished business."

Mormonism has much to offer modern Europe. It can make an impression more effectively through demonstration than through preaching. The missionary must help build Zion in Babylon and remain at least long enough to become a part of the program and see some of the fruits of his labors. It was not the poor who gave the Christian Church its strongest forward impulses, but educated and trained men like Paul, or Luke and the writers of the other Gospels. We must reach a better class of people and adjust our methods to meet the facts of the situation, which demand more experience and more stability. Thus will Mormonism emerge from a national to a world movement.

M I S S I O N R E P O R T S

In compiling the reports of the various missions an attempt has been made to eliminate individual problems, statistics, etc., and to incorporate mainly those ideas and suggestions which are of general interest to the group.

REPORT OF THE EAST GERMAN MISSION

By President A. C. Rees and Sister Ida D. Rees

Translating: A cooperative system for translating literature for all the German-speaking missions is desired.

Mission-wide libraries have been established by loaning books from the mission bookstore to the branches desiring them with the understanding that a satisfactory lending library be set up in the branch organizations.

Literature Used by Missionaries: Stress has been laid on a careful study by the missionaries of the literature they are distributing. Prayers and sermonettes are sent out to them for memorizing.

Tithing has been presented as an opportunity, using the theme "The Morning Breaks."

The word "lecture" has been found a good substitute for "meeting."

In learning the foreign language a method of visual learning is employed. Missionaries practice with a chart on which is arranged the several forms of conjugation portrayed as printer's cases. The correct case is pointed out while scripture and other matter is read.

Auxiliary Work: Missionaries are given special training in auxiliary work to later supervise this work throughout the various parts of the mission. Genealogical work is used extensively with the result of raising the activity in other lines.

Meetings are minimized with emphasis placed on the home meeting because of the youth movement problem in Germany.

Newspaper articles written by the mission president and published at home are used with success in securing favorable public relations.

REPORT OF THE BRITISH MISSION

By President Hugh B. Brown and Sister Zina C. Brown

Priesthood advisory boards have been organized in districts wherever possible to act in the capacity of a high council with the district presidents.

District Conferences: A regular program of district conferences is carried out with the view of helping the local saints and carrying the Gospel message to others. It has been found cheaper and more convenient to travel by car to these conferences and this makes it possible for auxiliary leaders to attend with the mission president. Elders are notified to prepare speeches in keeping with a general theme at each conference. On the Saturday evening preceding the conference dramas, concerts, pageants, etc., have been found to be more successful than socials with the effect of giving friends opportunity to participate and increasing attendance at the conference sessions.

The Millennial Chorus, missionary group of singers, is meeting with much success in singing at theatres and giving special concerts.

A mission-wide conference of the M.I.A., Primary and Relief Society is being held at Bradford, June 4th, 5th and 6th. Elders will return from the June convention to their various fields of labor tracting through the country villages.

Tracting: Some of the missionaries have adopted a method of tracting whereby they first "drop tract" a territory with a personal message attached to each tract; on their second visit invitations in have increased as much as 80 per cent.

Athletics: Missionary activity through baseball and basketball and M Men athletics is proving successful.

Proselyting: The mission has replaced the word "investigator" with "friend." Missionaries are hitch-hiking with much success. The anti-American feeling is stronger than the anti-Mormon feeling in Britain.

Home Primaries have been organized in localities where children cannot attend a regular Primary.

"Primary tracting" has been utilized with much success and the organizations are composed of many non-members.

M.I.A.: Much favorable publicity has been secured from Gold and Green Balls in the M.I.A.

Keep-Fit classes have been added to the programs in some branches in keeping with the British campaign for better health.

British Mission Report (Continued)

Mission Boards are extended to have a missionary member in each district.

The Relief Society is publishing a book of quotations as a project. A summer program is being carried out with lessons on health and nutrition prepared by Sister Lyman and Sister Laura Cowley Brossard. A new roll and minute book suggested by Sister Lyman is replacing the old system.

REPORT OF THE CZECHOSLOVAK MISSION

By President Wallace F. Toronto and Sister Martha S. Toronto

Friendships with government officials have been made and officials are kept informed of our work. Favorable articles about Czechoslovakia have been printed in home papers and copies of these are placed in government offices. The American Minister and officials of the American Consulate have given much help and useful instructions in times of national tension.

Monthly member meetings are held in which progress is noted by means of graphs and charts. Here problems are aired, discussed and oftimes solved.

Special illustrated lectures are given in each branch every month by the mission president. These lectures are scheduled ahead and have maintained an average attendance of 150 people.

Lone members are contacted either personally or by letter and wherever possible visited each month. They all receive the monthly mission publication.

Monthly visits to missionaries by the mission president prove stimulating and give a chance for the discussion of individual problems. Frequent oral and written examinations are given the elders.

A weekly report of missionary activity is sent by all elders to the mission office showing their activities and giving explanations when requirements are not met.

English Club Union: President Toronto is affiliated with the English Club Union and is general secretary of its thirty-member clubs. This position has provided many good contacts and some opportunities to present illustrated lectures. It also helps in contacting government agencies.

Czechoslovak Mission Report (Continued)

Sokol Festival: A special lecture series and display is being worked on to be held during the great Sokol Festival in Prague in July, which will draw thousands of people to this city.

REPORT OF THE FRENCH MISSION

By President O. F. Ursenbach and Sister Hannah Ursenbach

The French STAR has added an improved colored cover with a different color each month. This attractive cover helps to create an interest in the magazine.

Monthly Union meetings similar to those at home are being held with gratifying results.

Know Your Mission Field: A mimeographed booklet has been prepared for the elders giving general geographic information concerning the countries included in the mission. This includes government civics, shipping centers, products of the countries and other topics which are helpful to the missionaries in knowing and understanding the countries and the people.

A questionnaire has been prepared which must be filled in by elders before being released in order to prevent the recurrence of unfortunate situations such as one recently caused by missionaries returning home owing money to the saints.

A miniature security program has been inaugurated in the mission on similar lines to the Church Security Program at home, with some very good results.

A project to increase membership in the Relief Society is meeting with some success. Early in the year a bulletin was prepared asking each organization to get two new members. Since then eight new members have been reported.

Primary activities have been found to be one of the best means of getting into people's homes. They appreciate having an interest shown in their children.

REPORT OF THE WEST GERMAN MISSION

By President Philemon M. Kelly and Sister Susan G. Kelly

A visit to Palestine made by President and Sister Kelly just before taking over the new West German Mission has been of value to them in their missionary labors.

New Mission Office: Suitable headquarters have been secured for the new mission in one of the outstanding residential sections of the city of Frankfurt a. Main.

Local Leadership: It is the aim of the mission during the coming year to become self-supporting, not only in financial matters, but wherever possible to have local men in offices; to organize the districts much like the stakes at home, from the district president on down through the branch presidents and the other branch officers. When a branch can function on its own power the missionaries will be taken out and put into new fields.

REPORT OF THE NORWEGIAN MISSION

By President A. Richard Peterson and Sister Margaret M. Peterson

Projecting machines are very helpful in making cottage meetings successful. More of these could be used to great advantage.

Inactive saints have been stirred up and are coming out as a result of personal contacts being made by the mission president going directly into the homes.

Open-air meetings are being held on the market places in both the large and small towns. Many people stop and listen to the message the elders have to offer. No difficulty is encountered in getting permission to hold these meetings.

Local leadership in the Relief Society has been found detrimental rather than advantageous because of the lack of initiative on the part of those in the various offices.

REPORT OF THE SWEDISH MISSION

By President Gustive O. Larson and Sister Virginia B. Larson

New Literature: A substantial saving is made in the printing costs of new literature by printing it first in the STAR and then having copies of it made while the type is still set up.

A Book of Mormon contest has resulted in selling more copies in five months than in the whole of the previous year.

Basketball has done a great deal in contributing to good will. At least two converts can be traced directly to this sport. Prospects are good for the future success of this means of proselyting.

A visit to the Crown Prince was made by the mission president with a gift and greetings from the Mormons in Sweden.

Orientation Outline: An outline to help the missionary adjust himself to Sweden is being completed. It includes a review of Sweden of today, an outline of Swedish religious conditions, main characteristics and feelings of Swedish people, their social conduct as compared with American, diet, suggestions for use of leisure time, Swedish map in detail, comparison of Swedish and American weights and measures, an average missionary day, and Swedish law requirements a missionary must fill.

REPORT OF THE SWISS-AUSTRIAN MISSION

By President Thomas E. McKay and Sister Fawn B. McKay

Priesthood Roll Book: The Priesthood throughout the mission has a new roll book and a new book to record all activities completed by Priesthood members. Slips are sent to the mission office regularly every month with the monthly reports, from which a chart showing the standing of the branch is completed and sent back to the branch president.

Annual Conference: Special topics were assigned several weeks beforehand for talks by branch officers at the annual mission-wide conference and speeches were sent to the mission office in writing for inspection and approval before the convention was held. The conference convened during Easter time when reduced fares on trains were available.

Swiss-Austrian Mission Report (Continued)

Priesthood Roll Calls in meetings have been effective in getting better attendance and activity.

Several marriages and converts have resulted through the activities of the M.I.A.

REPORT OF THE NETHERLANDS MISSION

By President Franklin J. Murdock and Sister Claire T. Murdock

The Dutch STAR (De Ster), modernized and with a new colored cover, is now being used as a supplement in tracting. The elders sell single copies and subscriptions. People place a value on something they have to pay for and therefore they are more apt to read the STAR than some tract that has been given to them gratis. STAR sales also provide a means for mission president to check up on the work the elders are doing.

A monthly missionary meeting is held in every district, giving the mission president close contact with every elder. Here oral examinations are given each elder to determine his knowledge of the language, the Gospel, and his ability to perform ordinances.

Auditing Branch Books: Each elder is taught how to keep records, and in turn teaches the local brethren and sisters. Local people take quite a pride in keeping records when they understand how to do it.

Tithes and Fast Offerings were increased 30 per cent by having regular speeches on the subject every other sacrament meeting.

REPORT OF THE DANISH MISSION

By President Mark B. Garff and Sister Gertrude R. Garff

Bickering and fault-finding have been stamped out to a certain degree by simply impressing upon the minds of the members that it will not be tolerated.

Genealogy: All genealogical research work goes through the mission office. This provides a means of checking on the work and is a protection to both the genealogist and the person who is paying for the work. The visit of James M. Kirkham to the mission did a great deal to stimulate this work.

Danish Mission Report (Continued)

Buildings: An effort is made to protect our buildings by repairing them each year. Cheap repairing is but money wasted. We should not preach that God's Spirit cannot dwell in an unclean person and then ask Him to come into run-down, unsightly buildings.

Local Missionary Club: Saints contribute to a fund whereby two local missionaries are kept in the field continually. All finances are deposited with the mission office trust fund and books are audited annually.

C O N C L U S I O N S O N G E N E R A L T O P I C S

The following are conclusions reached and opinions generally agreed to in the discussions of special topics but not accepted by formal vote as resolutions. The resolutions are found elsewhere in this report. (Page 31)

I. ADMINISTRATION, BUILDINGS, ETC.

A. Places of Worship

Building Laws: It is very important that we become acquainted with rules and laws governing the erection of Church buildings. In some countries companies or individuals can collect a percentage of the cost for suggesting sites or drawing simple plans. Be careful about buying property in areas restricting such constructions under city zoning and special agreements. Deeds should be made to Church or proper local group according to the law of the land. Make free use of lawyers and accountants.

Good locations are desirable even at considerably more expense.

Mission homes and chapels should be separated wherever it is possible.

Small chapels seem preferable to fewer large ones.

Avoid the erection of buildings too close to streets or in undesirable neighborhoods. Appropriations for chapels should be kept separated from other funds in office bookkeeping.

B. Contacting Government Agencies and Officials

Value and Necessity: Friendly and cordial relations with government agencies are necessary for the furtherance of the work, especially in times of political tension and uncertainty. Mormonism is taken to high officials giving governments confidence and trust in us; the level of our work is somewhat raised to an official standing; and valuable contacts are made which can often serve to eliminate long and tedious legal procedure in times of difficulty.

Method and Means: Following are suggestions as to method of procedure: (1) Begin at the top with highest officials. (2) Secure letters of introduction from U.S. Government officials. (3) Become familiar with official customs and courtesies in your country. (4) Send

B. (Continued)

favorable publicity relating to the country in which you are working to governmentoffices and officials. Such articles can often be found in or especially written for magazines and papers from home. (5) Present key officials with photographs, booklets, etc., about Utah and the Mormons. (6) Send invitations to special events. (7) Make use of prominent Mormon visitors to gain audiences with officials. (8) Visit projects of national scope and interest with which officials are concerned. (9) Affiliate with some cultural and educational groups to which officials belong.

C. Meetings

Sacrament on Sunday Evenings: It is left to the discretion of the mission president whether or not the branch should have the sacrament at the Sunday evening meetings. We should not embarrass non-members ty refusing them the sacrament. While it should be understood that the sacrament is for members only, it need not be emphasized at every meeting. The meaning behind the blessing on the sacrament should be carefully studied.

The general atmosphere of meetings can be improved by better housing, cleanliness, orderliness and creating a sacred atmosphere of worship.

The art of conducting should be developed among presiding officers.

Preparation is the key to good meetings. The Lord can inspire a person in his preparation. Subjects and musical numbers should be carefully selected.

Announcements should be made when they will not interfere with program continuity and should be dignified in nature.

Customs: Missionaries should follow the customs of the country so as not to give offense.

Suggestions by President Lyman: (1) Organist begins to play when people start to assemble. (2) Organist brings preliminary music to a proper ending when and not before the presiding officer stands to bring the meeting to order. As the music stops the presiding officer pauses a moment to get perfect silence. (3) During the opening song and invocation, the closing song and benediction, the congregation should remain seated. They should stand to sing in the middle of the meeting to give them a rest. (4) The one conducting should make no further remarks after the closing speaker; neither should he comment on other speeches.

D. Should Local Men or Missionaries Preside?

Local leadership is desirable where good material is available. It tends toward more permanency, improves the local officer, and gives missionaries more time for proselyting.

"Zion in Europe:" The thought "Zion in Europe engenders local pride. It is human to be self governed, without foreign help such as missionaries from America. Wherever local people can and will they are urged to be self supporting both in finances and in leadership.

Missionaries should preside wherever first rate local leadership is not available. In general they are more capable. They are more subjective to the mission president and they have more time to devote to duties of presiding positions.

Changing local officers occasionally with missionaries seems to flavor things and work out satisfactorily. Local officers should be given to understand that their positions are not lifetime jobs but subject to periodic change. In some cases an annual general re-organization might be advisable.

Question of Authority: If a clash should arise, the missionary should have a presiding authority over the local brother. He may be likened to a traveling high councilman, as a direct representative of the mission president. In most cases it is desirable to have a missionary as district president with local men serving in branch positions.

E. Office Problems and Administration

Lack of permanencyseems to be the greatest common problem. This might be partially solved by employing a permanent auditor for the European Mission or by employing permanent secretaries in each of the various missions.

Instructions for New Mission Presidents: There seems to be a total lack of instructions for new mission presidents, particularly as to office procedure and management. A book of instructions might be helpful or a brief training course for prospective mission presidents might be profitably conducted at home.

F. Translating Lessons

Use of Standard Works: Use can be made of the standard works of the Church for lesson material to eliminate much translating.

Full Time Translator: It may be wise to employ a full time translator to translate lessons and issue quarterly bulletins.

Translations at home should be strongly discouraged. Because of changing languages and varying conditions past experience has proved this never to be successful.

G. Auditing Branch Records

Accuracy in reports should be emphasized and insisted upon.

In auditing records, money on hand should be inspected. Totals should be verified by re-adding columns. Receipts should be checked. Auditor should always affix his name and the date of the audit on the records.

Tithing settlements should be made each year. This may be in a general announcement that members may see their record, or a form of Christmas greeting might be sent to the member showing the total amount of tithing he has paid during the year.

II. MISSIONARIES

A. Traveling to the Mission Field

The missionary in charge of the group traveling from Salt Lake City to the field should be given more definite instructions as to his duties. Some groups have arrived without even knowing who was in charge

Material for study in spare time en route should be given careful consideration. The missionary handbook and special outline should be given in the home to be studied on the way.

An annual inspection might well be made of hotels and accomodations used by missionaries traveling to their fields. Considerable complaints have been heard against the services of the Nickel Plate and Lackawanna Railway lines to New York.

B. Arriving and Getting Started

Meeting at the Train: Wherever possible the mission president or somebody representing him should meet each incoming missionary at the station. See that a proper reception is made to give a good first impression. Have a missionary especially appointed to help each new comer in paying of hotel bills, purchasing necessary books, changing money, shipping trunks, purchasing ticket to field, etc.

A heart-to-heart talk with the mission president will inspire the new missionary before he is sent to his district and often prevent troubles that might later arise.

Selection of proper companion is important and should be given prayerful study. The senior companion should be impressed with his responsibility to give his junior a good start.

C. Study

Study Courses: Two-year study courses should be outlined. The Articles of Faith might be used as a basic text. The Missionary's Handbook should be used as a handbook as its name implies. Reading schedules of the standard works are desirable.

Learning the Language: A systematic study of the grammar should be made. Memorize prayers and ordinances. Speak language with companion as much as possible. Read aloud on Gospel subjects in foreign language twenty minutes each morning. Require every elder to speak at every district and branch conference.

Scripture: Certain essential passages of scripture should be designated for each missionary to memorize, with recommendations of additional passages to be learned.

Reading in English in foreign-speaking missions, wherever that book or other printed matter can be obtained in the native language, should be discouraged.

C-1 A missionary Circulating Library

Suggestions for establishing such a library include: (1) An appropriation in the budget; (2) monthly fees and donations by missionaries; (3) Autographed books as gifts from returning missionaries who are crowded for trunk space; and (4) donations from societies at home to replace cash gifts at Christmas time.

C-1. (Continued)

Method of Operation: With library in mission office and missionary in charge, books could be sent out to missionaries with regular library rules and regulations, including payment of shipping costs, time limits, files, fines, etc.

Contents: The library might well include the following books: (1) Best known volumes by our Church writers and helpful books about the Bible, as those by J. Patterson Smythe, Edgar J. Goodspeed and others; (2) Study course books; (3) Church history; (4) Better know biographies of Church leaders; (5) Bound volumes of Church magazines and Deseret News Church Sections; (6) Books indirectly related to missionary work such as the Return to Religion by Link, Man the Unknown by Carrel, How to Win Friends by Carnegie, How to Live on 24 Hours a Day by Bennet; (7) Inspirational books, such as Emerson's Essays, Strength of Being Clean by Jordan, Waldon Pond by Thoreau; (8) Books about early America and the Book of Mormon; (9) Books about the country and people where the missionary is laboring; and (10) Books of well known native writers.

C-2. Preparation for Delivering Addresses

Mission Project: A mission project and supervised plan will do much toward raising the standards of speeches by the missionaries. Use of a diagram or carefully prepared outline for each speech should be encouraged. Prizes may be offered for best papers written on Gospel subjects.

D. Social Life

Ready-Made Social Life: In such "ready-made" social activities as branch and private functions, the missionary should be a positive rather than a neutral figure and should remember to: (1) Think of others first; (2) Keep self respect; (3) Express appreciation for everything done for him; (4) Pay own way.

Planned Entertainment: Other entertainment depends upon personality, time, financial limitations, facilities available and desires of the missionary and his companion. It offers a splendid means of developing initiative, and inasmuch as the missionary is noticed and judged by his actions, it becomes a definite part of his regular work. By example he can do much to develop desired opinion.

Worthwhile facilities of entertainment include: (1) Public

D. (Continued)

courses of the American Lyceum type; (2) Organized sports; (3) Sightseeing and educational excursions; (4) Organizing local groups for participation and study of such subjects as sports, art, architecture, photography, music, etc.; (5) Reading and discussing good books; (6) Research work such as genealogy; and (7) Organized recreations such as found in the M.I.A. programs.

E. Personal Habits

Dress: Missionaries should have that groomed appearance by maintaining the best rules of dress, including the following; (1) Be clean from the skin out; (2) Always wear a dark suit at the pulpit; (3) Keep shoes shined, socks up; (4) Wear clean shirts and modest ties--white shirts on Sunday; (5) Have regular hair cuts; (6) Keep finger nails clean; (7) Avoid sports clothes and campus attire; and (8) Lady missionaries should avoid extremes in make-up. Dress should never be extreme.

Speech: Avoid slang; cultivate a pleasing voice, well modulated in conversation; speak not too loud while at the pulpit but be sure you are heard; avoid high pitch; speak distinctly, getting words outside of teeth; be deliberate; observe the pause; get voice in tune with the hall; don't whine.

Desirable habits should be cultivated by all missionaries. Be considerate of others. If there is something objectionable about your person, discover it and correct it. Hang up clothing; keep lodge neat. Change often. Keep suits pressed. Look your part.

F. Making Missionaries Time Conscious

A weekly report card divided into days of the week and subjects or activities is advisable, for giving the mission president a close check on missionary activities.

Budgeting of time helps to increase activity. It is suggested that 8 hours sleep, 4 hours for meals, shaving, etc., leaving 12 hours for actual missionary work, be used as a basis.

Daily Schedule: Regularity is fundamental. Early to bed, early to rise, be wise. Work to a plan and WORK. Restrict number of shows and select good ones. Economize but not at expense of health. Keep up enthusiasm, do not run down. Impress the missionary with the value of time--these two years are dedicated to the Lord and should be different.

G. Stimulating and Inspiring the Missionary

Mission President: The mission president can inspire the missionary out in the field with greater zeal by offering him: (1) Conception, helping him catch a true vision of his unique responsibility; (2) Conviction; (3) Confidence; (4) Cooperation, helping him feel that he is working with, not for; (5) Control, through reports, etc. (6) Contact, personal and through correspondence; (7) Commission, delegation of responsibility; (8) Commendation; (9) Competition, contests--both individual and district; and (10) Conventions, district and mission-wide conventions.

Reading: Missionaries will receive inspiration and stimulation from the reading of proper books.

Spiritual stimulus comes to the missionary through: (1) Visits by Church authorities; (2) Prayer and humility; (3) Preaching the Gospel.

Examinations: An oral examination should be given missionaries by the president at least twice a year. Questions concerning personal habits, observance of the Word of Wisdom, living in accordance with mission rules, activity and study, etc., should be asked. Let the missionaries know that they are going to be expected to answer such questions and pass an examination and it will induce them to live in a manner that they may report satisfactorily.

More Definite Objectives: The average missionary can improve his efficiency by focusing his attention upon more definite objectives through; (1) Fixed purposes--what is he here for and how long is he on a mission?; (2) Organized study; (3) Careful choice of subjects for study and speeches; (4) Clarification of subjects--fundamentals and mysteries; (5) Application of subjects to objective and linking all talks with Mormonism; (6) Discrimination in values--what has Mormonism to offer?; (7) The follow-up toward a definite goal; (8) Preparing for examinations, etc.

Missionaries should not be allowed to travel outside their fields of labor. They should not leave their districts without the consent of the mission president or their branches without the consent of the supervising elder.

H. Consideration of Some Fundamental Changes in Missionary Program

Longer terms for missionaries and mission presidents would be desirable, especially in foreign-speaking missions. Under the short period now available, the missionary is in a community but seldom becomes a part of it. He does not have time to become fully oriented, let alone master the language. When the missionary is ready for real service he is called home. This is equally true of mission presidents. The rapid turn-over of mission presidents results in a perpetual series of "unfinished business."

H. (Continued)

Permanent missionaries might be a better solution to the problem. Zion lured nearly all the leadership away from some of our European branches in the last century; why not let her repay, modestly, be returning a few selected sons to strengthen the permanent nucleus of those foreign units which are having difficulty to get started? Men and their wives might be called to live in these foreign countries as men were once called to settle new places and countries. This seems to offer a new field for pioneering in the Church.

(See other subjects included in resolutions)

I. From Release Until Arrival Home

Letter of Release: A personal letter should be sent to each returning missionary. Form letters should never be used.

Travel Information: (See Formal Resolutions)

Returning missionaries should be given positive instructions not to interfere with the missionary work in the countries they visit on their way home, particularly in the offices.

III. PROSELYTING

A. Tracting and STARS

Pre-arranged Gospel Conversations: When tracting from door to door in the mornings and afternoons, contacts are mostly women, usually busy with housework, children, etc. If missionaries make their calls brief and devote most of their efforts to making appointments for evenings when the husband will be home or at some convenient pre-arranged time, results will no doubt be greater.

White Card System: Get members and friends to give names and addresses of their friends. Find out their likes and dislikes, their hobbies and the things they are interested in. This information should be written down on cards; then these people should be visited systematically.

STAR Tracting: People appreciate something they have to pay for and are therefore more apt to read a STAR that they buy than a tract that is given to them free. By selling subscriptions and single copies the magazine is put on a self-supporting basis and a higher class of people is reached. In foreign-speaking missions, however, an exceptionally good translator is needed to keep up the literary quality of

A. (Continued)

the publication. Selling the STAR also provides an excellent means of checking up on the elders and the quantity of work they are doing by noting the number of single copies and subscriptions recorded on their reports.

Night tracting is good because it allows the missionaries to meet men instead of just the usual busy housewife. It offers many more invitations in.

B. Athletics and Sports

Sports in the French Mission: While sports and athletics in the French Mission made many friends for the Church, no direct results in the way of converts were realized. More baptisms and favorable statistics have been shown since the sports program was abolished.

Middle Ground: There seems to be a desirable middle ground in a sports program as it affects proselyting. While it is an excellent means of making friends, it should not be given such importance that it will interfere with actual missionary work. There is a strong need for the right leader in the sports program. Sports can help to make friends and break down prejudice. A number of converts in some missions can trace their first contacts with the Church back to baseball or basketball.

M Men and Coaching: We should encourage the sports program for M Men and other Church groups of local people. Missionaries can often be used for coaching other teams in starting American games, etc., and thus contact many potential friends and investigators.

C. Publicity

Newspapers: Newspaper articles show who we are and ofttimes enter homes where we would gladly leave a message. Mission Presidents and mission publicity men should be supplied with newspaper cards or letters from our Church papers at home. Neat books of articles written by Church members and appearing in home or other U.S. publications, if shown to the editors in our missions, break down prejudice and indifference. Show what you are writing for the nation in which your mission is located.

C. (Continued)

Expositions are of value in making people "Mormon conscious". A great deal of good can be accomplished by an attractive display with capable missionaries in charge.

The Radio is an excellent means of presenting our message but is very limited in many countries and forbidden in several. Often this method can be approached by indirect means. The Millennial Chorus of the British Mission has had the opportunity of singing over the radio several times. Basketball and baseball games have been broadcast and Mormon missionary teams have been given some very favorable publicity.

A catalog of successful publicity stunts, articles, dodgers, etc., as used in the various missions could well be collected and distributed to the missions at regular intervals.

D. Miscellaneous Proselyting Methods

Lantern Lectures: Lantern and illustrated lectures can and do break down prejudice. Ofttimes homes can be entered with a lantern lecture that is not necessarily religious but of a more or less general interest. Friendships are formed that can then be followed by something of a more religious nature and Gospel propoganda.

English classes can be very constructive and beneficial when used to awaken friendships and later on instruction in Gospel themes can be introduced. They permit contact with higher classes of society. They produce a feeling of well being and furnish another avenue for educational endeavor.

Libraries: Our Church books and literature should be placed in all public libraries wherever possible.

Exhibits in windows of vacant business institutions can be effective if attractive and well designed, and if the space is not too expensive.

E. Reaching a Better-off Class of People and Being More Selective in Choice of New Members

"Fishers of Men": The way to get better fish is to go where they may be found. You cannot catch lake trout in a creek. Improve the bait. Improve the landing technique. Do not hurry. Be patient, give him time and line but keep your interest in him.

E. (Continued)

Do not try to mix classes until a genuine interest in the Gospel has dispelled former notions about class.

Be humble but not cringing. You have something good enough for the best. Be proud of it.

Milk Before Meat: Study your man before you select the reading matter you will give him and then do not feed him too fast.

F. How Can a Mission Mother Proselyte?

Through Women's Organizations: This is probably the greatest proselyting aid as far as women are concerned. In some districts and branches Relief Society organizations are composed of 60 per cent non-members. A mission mother can also make a great many good contacts by joining women's organizations outside the Church. We make friends by becoming interested in other people.

Word of Wisdom: We can teach by example. We are outstanding because we do not indulge in some common practices.

Speaking in Public Meetings: When speaking in meetings, the home side of Mormonism can be brought forth. The practical side of Mormonism from a woman's standpoint can also be emphasized.

Inviting Friends into the Home: In Czechoslovakia some good contacts have been made by inviting members of ministries, American Consulate and Legation, etc., into the Mission home.

G. Follow-up Work After First Contact

"Follow-up" Method: Every district that is tracted should be followed up from six to ten days later. Tell the prospect you have read the last tract and find its contents of great interest. Do not criticize or condemn him if, incidentally, you find he has not read it. Show a sincerity in your wanting him to read it.

Be Willing to Listen: Do not try to do all the talking yourself. "You can make more friends in two months by becoming interested in other people than you can in two years by trying to get other people interested in you."

After Entering a Home: Remember you are there on your prospect's invitation. Be gracious with your compliments of his home. Show a

G. (Continued)

sincere interest in his surroundings. Try to find out the things he is interested in. Before leaving, try to make an appointment for the next visit.

Cottage Meetings: When you have your prospect sufficiently advanced, suggest a cottage meeting. In the cottage meetings begin with the first principles. You cannot preach Joseph Smith to a man who does not have an understanding of God.

IV. PRIESTHOOD

A. Priesthood Activities and Reports

Priesthood and Relief Society Meetings: It may prove successful to have the Priesthood meet with the Relief Society in a regular periodic meeting. They may meet conjointly for opening exercises and separate for class work, assignments and activity.

A Priesthood report system whereby members of the Priesthood fill in a weekly report of their Church activities has secured more activity and better attendance in some missions.

A permanent Priesthood roll book is another means of Priesthood stimulation.

B. Block Teaching

Block Teaching: Wherever the Relief Society teaching and the branch teaching by the Priesthood can be successfully carried out, it should be done. But where the saints are so scattered and too poor to travel and do such work, it might well be omitted.

V. AUXILIARIES

A. Union Meetings

The purpose of union meetings is to bring together a group of men and women who are working for a common cause and thereby arouse

A. (Continued)

interest for the work at hand; also, to increase the spirituality of the group, thus increasing their ability to work. It is a means of stimulating both the officer and the teacher to better endeavor. Wherever and whenever these can be held successfully it is urged that it be done.

B. Mission Boards

Missionaries as Heads: Mission auxiliary boards and their heads should be composed of missionaries acting under the general boards at home, and, likewise, the Priesthood heads including the district presidents should be regular missionaries.

C. Genealogy

Missionary supervision of genealogical work is better than local because the missionary has more time to devote to it.

Suggested Objective: In the French Mission an objective was set of ten names for each member to be sent to the Genealogical Society of Utah to have temple work done.

Looking to uniformity throughout the European Missions in the matter of genealogical work, the Genealogical Society of Utah has requested a "Pedigree Chart" and "Family Group Sheet" be completed by every family in the missions of Europe. We are heartily in accord with the above suggestions and request that every mission president undertake immediately to put these forms into the hands of the presidents of districts and branches or travelling elders, with a view to getting into their files at the earliest possible moment a complete record of our total membership.

In order to make this work of the maximum importance and value, it will be necessary to install a filing system where these records can be properly filed and tabulated for future reference. It is suggested that a competent genealogical worker be assigned to this work in each mission, and that under his direction the matter of securing and compiling these records be pushed forward immediately. Mission presidents are urged to give to this work enough personal attention so as to know that it is going forward successfully. Work of this character provides an effective point of contact for elders with many who are not members of the Church.

D. Are We Over-Organized?

One efficient auxiliary organization in a branch is better than two that are poor. Attempt should be made however to adhere to the regular Church auxiliary programs as far as circumstances will justify.

E. Adapting Church Auxiliary Programs and Materials

European Lessons Needed for European Saints: "We have hardly been conscious of the extent to which we have required foreign converts to become Americanized in order to become Latter-day Saints. One of the best evidences of the national character of our Church is that so many lessons still come overseas to Europe written wholly from an American point of view." European people prefer lesson material written from a European viewpoint with references made to their own authors from their respective countries rather than from some American author of whom they have never heard. "The Swede will take the religious leaders which America produced in connection with the restoration of the Gospel, but asks why he should be limited to Lewis and Clarke, or Edison, or Burbank or Stephen Foster when he has Swedenborg, Linneaus, Jenny Lind and Nobel." (Quotations from paper prepared by Sister Larson)

Securing European Lessons: It may be possible to request universities and colleges in the various missions to provide us with lessons and a course of study for such subjects as social work, literature, etc., that are not directly connected with theology.

F. Class Teaching

Cutting Mission Lessons: Lessons in the mission field should be cut down to fit local needs.

A teacher-training course is needed in the missions. The General Boards would probably supply a simple set of teacher-training lessons to cover one year if requested to do so. Where there are district union meetings a course should be given there. Where there are no district union meetings, branch union meetings might be held with all the class teachers in the branch. These may be held on Sunday preceding Sunday School or Sacrament meeting.

G. Primary and Its Problems

Season Problem: In Norway it gets dark so early in the winter that parents won't let their children be out late enough to go to Primary. In the summer time it is impossible to hold Primary because all children are in the country.

Leadership: Successful Primaries can be had if someone can be found to take charge who is really converted to it and capable of putting heart and soul into it.

Aid to Proselyting: With the right kind of leadership a Primary organization can be an aid to proselyting. Friendships of parents can be formed and ofttimes an interest in the Gospel is stimulated by becoming interested in people's children. The subject of children often creates an effective opening into the home while tracting. People like to have an interest taken in their children.

VII. SAINTS AND FRIENDS

A. Our Responsibility to Members

Training: Local leaders should if possible be trained before being put in charge.

Before Baptism. Undesirable persons should not be baptized. Wherever possible the mission president should be consulted before a candidate is baptized; at least the consent of the supervising elder should be obtained. We often let our enthusiasm go too far and the number of baptisms performed is often over-emphasized. Some method of checking their conversion should be employed.

B. Keeping Members and Friends Feeling Well at Home and In Church Activities

Show No Favorites: Be sure and greet everyone at Church affairs. Treat everyone alike.

Encouragement Instead of Criticism: Far greater results can be obtained with words of encouragement than with words of criticism. When criticism becomes necessary, make it constructive and in private generally. Be ever ready to praise when things praiseworthy are encountered.

C. Some Ways and Means of Stimulating Members

Increasing Knowledge of Gospel: Place at their disposal the best Church literature; have missionaries visit and study Gospel with them once each month; use faith-inspiring articles in the mission publications.

Activity in the Church is the key to enthusiasm and stimulation. Give members responsibility but not more than they can manage successfully. See that regular advancements are made in the Priesthood. Request each member, where conditions will permit, to sponsor one cottage meeting each month.

Lone members should be visited at regular intervals. They should be encouraged to subscribe for the mission publication. All ought to have it.

D. Teaching European Saints to be More Versatile

Tact and perserverance are necessary to induce people to accept our ideas and to make them think they are Gospel truths and not merely "American" ideas.

E. Problem of Marriage Among Members

Marriage Within the Church: Members should be encouraged and advised to marry within the Church whenever it is reasonably possible. Marriage outside the Church, with the possibility of someday bringing their mates into the Church, is better than remaining unmarried.

Greater social activity among the young people of the Church should be encouraged. Make the programs of the auxiliary organizations more attractive to young people. Use them as a means of bringing the young folks into the Church.

Mission-wide M.I.A. conferences provide opportunity for young people to make new acquaintances and friends within the Church. A number of marriages have resulted from these gatherings.

F O R M A L R E S O L U T I O N S

It is resolved:

(1) Sunday School Course for Prospective Missionaries

That prospective missionaries be called by their bishops to take the two-year's Sunday School course in missionary training; that, in addition thereto those who are attending high school or university be indentified with the seminary.

(2) Physical Examination Before Entering Sunday School Training Class

That at the time of such call, a thorough physical and mental test be given prospective missionaries; that those only who pass such a test shall be given to understand that they may anticipate a call.

(3) Physical and Financial Qualifications

That a prospective missionary be required to pass successfully a rigid physical test and give evidence of his financial ability to meet missionary requirements.

(4) Designation of Field of Labor

That the field of labor not be designated in the missionary's formal call.

(5) Study Course in Mission Home

That the extensive course offered in the mission home shall include: (a) A test to ascertain aptitude in language work. (b) Training in Church ordinances and other practical Church procedure.

(6) Assignment to Field of Labor

That assignments to continental Europe be normally given preference to missionaries who rate highest in language aptitude tests.

(7) Length of Service in Mission Field

That missionaries coming to continental Europe shall be advised at the time of their assignment that they may look forward to at least two-and-a-half years service.

Formal Resolutions (Continued)

(8) Confidential Letter--Background of Missionary

That a personal confidential letter be sent by the bishop to the president of the mission, giving an intimate picture of the background, habits and activities of the missionary from that ward.

(9) Travel Information for Released Missionaries

That each president submit to the European Mission office a list of desirable hotels in the principal cities of his mission and also information to guide released missionaries as to most desirable places of interest and that the European Mission office compile the same and mail it to all mission presidents.

(10) Number of Auxiliary Organizations Necessary

That the extent and number of auxiliary organizations in the various missions be determined by the needs and facilities in each mission following a thorough survey.

(11) Teacher Training Course

That a simple practicable course of teacher training for the European Missions be prepared under the direction of Sister Lyman and that we make such provision for its use as will best suit conditions in our various missions.

(12) Missionary Research Committee

That there be organized a Church Missionary Research Committee made up of specialists to devote full time to the constant and systematized study of the missionary system and its procedure and which upon the basis of statistical information would accurately appraise the system from time to time and make suggestions for its improvement.

(13) Circularizing New Ideas

That all new ideas and procedure originating in any mission be circularized and sent to all other missions.

Formal Resolutions (Continued)

(14) Topics for Future Mission Presidents' Conferences

That in making assignments for future Mission Presidents' Conferences, all topics suggested for discussion be carefully sifted before the assignments are made to avoid needless duplications and that assignments be made so that there will be a complete treatment of one subject at one time.

(15) Mission President's Handbook

That a compilation of all resolutions of former Mission Presidents' Conferences be effected to be typed or printed and distributed to all missions to serve as a Mission President's Handbook.

(16) Date of Next Mission Presidents' Conference

That if it is convenient to do so, the President of the European Mission will hold the next conference of mission presidents in late June or July.

(17) Location of Next Mission Presidents' Conference

That the next conference be held in Switzerland.

(18) Departing Mission Presidents and Their Wives

The brightness and uplifting effect of the Copenhagen Conference of European Mission Presidents and their wives must pass within the shadow of the sad realization that President and Sister Ursenbach and President and Sister Kelly will soon return home to their loved ones.

We have all come to know and appreciate them. During their missions in Europe they have held the banner of the Church high, and the splendid influence of their sweet humble lives has inspired missionaries, guided members and attracted friends to the Truth.

We will miss them and the memory of their profitable and pleasant associations with us will be a source of satisfaction always. Our lives have been enriched for having known and worked with them.

May their homeward journey be pleasant and their joy be full. Our love and affection and our deep appreciation for all they have said and done goes with them and our sincere hope is that we shall meet again.

Formal Resolutions (Continued)

(19) Appreciation to President and Sister Garff

That we salute President Mark B. Garff and Sister Gertrude R. Garff as the ideal host and hostess.

Our visit to Copenhagen will never be forgotten. The name Garff will always be associated with our memories of Denmark--first Gertrude and "Den - Mark."

Their pre-conference preparations anticipated our every wish. No detail was omitted in looking to our comfort and enjoyment.

Friends, we thank you!

--Committee on Resolutions and Recommendations

By HUGH B. BROWN, Chairman

REVIEW OF MISSION PRESIDENTS'S CONFERENCE

REPORT OF 1937

Your attention is respectfully called to these fatures which were mentioned in the report of the Mission Presidents' Conference held in Paris in 1937.

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WOMEN'S SEPARATE MEETINGS

The meetings of this division were presided over by Sister Amy Brown Lyman. Following is a brief summary of the proceedings:

Sister Lyman congratulated the sisters on the excellent work they are doing; on their faithfulness and devotion to the missionary cause in general and to their own specific assignments. She stated that these separate sessions would be devoted to the topics assigned and to informal discussions.

INSTRUCTIONS

Centennial Membership Drive: Sister Lyman spoke of the Centennial of the Relief Society which will occur March 17, 1942, and of the membership campaign for 100,000 members by that time. She urged the sisters to assist by working for an increased membership in Europe. She distributed copies of the song "A Hundred Thousand Strong" which had been sent complimentary by the General Board. She recommended that the sisters read carefully from the May Magazine the minutes of the Relief Society Conference just held, as they are full of helpful suggestions. She called attention to the address on the membership drive entitled "From Corner Stone to Key Stone" by Sister Rae Barker, page 328. It contains many fine suggestions on how to carry on the campaign.

A large picture of the 900 Singing Mothers was displayed, showing them seated in the choir seats of the Tabernacle as they were at Relief Society Conference. This had been sent on by the General Board and was much appreciated.

Relief Society Magazine: It was a satisfaction to learn that all missions are completing their files of bound volumes of the R. S. Magazine. The Magazine is the best background we have for R. S. work. These volumes should never be taken out of the office. A few years ago a bound volume which had for some time been missing from the German-Austrian Mission was finally found in the German Mission Office in Berlin. No one could tell how it got there. It had, of course, been borrowed by an Elder who returned it to the wrong office many miles away. The new West German Mission has succeeded in collecting the volumes from 1929 to date. It was suggested that if indexes for back volumes cannot be obtained that they be bound without indexes.

It was suggested that the presidents make every effort to get their annual reports in to the general office on time. If a branch or two are unduly late, it was suggested that the figures from the last year's report from these branches be used to avoid delay.

Conferences: District Conferences of R. S. should be held annually. They are usually held in connection with the regular district conference. A good plan which has been adopted in some missions when district conferences are held only twice a year is to feature the R. S. and Sunday School at one conference and the M. I. A. and Primary at the other. The District Supervisor, who is comparable to our Stake President, should preside.

Relief Society and Primary Annual Branch Conferences should be held in the Fall or early Winter rather than in the Spring, as this gives a good opportunity to feature the work for the year and to recruit new members. These conferences should be held on a Sunday evening.

It was recommended that effort be made to raise the cultural standards, especially in the entertainments, and to do away with rudeness and rowdyism.

Presiding: It is very desirable that women be taught how to preside at meetings. Often time the presiding officer makes comments after each speech or exercise in a conference and after the program is over she comments on the whole, and thus spoils the program by an anti-climax. This should be discouraged.

RELIEF SOCIETY

Dawn B. McKay
Swiss-Austrian Mission

Problems:

1. Some teachers only attend when they give lessons. Causes friction.
2. Spasmodic attendance of some of the sisters is due to either of the following causes: sickness, remote living quarters, care of children, family affairs, etc.
3. Some sisters visit only when their husbands go with them in connection with priesthood work.
4. It also happens that when the wives of leaders are not 100% diligent in attendance, offense is taken and they likewise do the same.
5. Large branches propose that the meetings close only for one summer month and the smaller branches for the three months.

Recommendations:

1. In case of change of officers, emphasize that the outgoing officers give the new complete instructions regarding the work.
2. To achieve better cooperation with all organizations.
3. To increase attendance.
4. To encourage better recognition of the Sabbath Day and more interest in scriptural reading.
5. Acquiring of new hand book.

RELIEF SOCIETY NEEDS

Susan G. Kelly
West German Mission

Needs:

1. The greatest need in R. S. is efficient class teachers. To improve this condition we should first secure the best possible teaching material. Secondly we should establish teacher training classes.
2. Training R. S. officers is another need. The instructions to officers in the Handbook should be read at least once a year in the branch officers' meeting and freely discussed.
3. The elements of leadership should be outlined, discussed and emphasized frequently by the Mission Presidents. This would avoid many misunderstandings.

It was the general opinion that teacher training classes should be established in all the missions.

RELIEF SOCIETY COURSE OF STUDY

Ida Rees
East German Mission

The success or failure of a regular meeting rests almost entirely on the lesson work of that day.

While we know that a good course of lessons can be utterly stupid in the hands of a dullard, and that a poor course can be illuminated into sparkle by a discriminating enthusiast; still we realize that broadly speaking the better the course - the better the meetings. If we had trained or experienced teachers, the course as given to them would not matter so much, but our teachers are unable to revamp the lesson and so must and do give it as received, whether suitable to the occasion or not.

We are confronted with this condition: Our lessons must be handled by women of average capacity, learning and experience. Whatever can be done to the lesson course to enhance the worth of the lesson in such hands should be done. Every poor lesson is a slump and a drag on the interest, the attendance, the enthusiasm of the work of the Relief Society.

The average R. S. member is a busy woman who does well if she reads each lesson over once before going to class. She will become discouraged if it is much beyond her comprehension in that one reading. This is voluntary study by busy people past their youth who have earned the right to have something easy enough for pleasant and profitable reading.

The permission we have of adapting the lessons to our needs obviates much of the difficulty. Nearly always we have had to omit parts as too much was included for effective presentation. In the hands of a weak teacher the lesson became rambling and superficial with no decided high spots.

Specifically, the Theology Lessons for next year contain so much in regard to Jewish folk that we may not be able to use them. This year our women are critical of the hard words and involved sentences in our Theology Lessons. These lessons for some years past, I think, have been long

and involved.

The biographies of Mormon women and the lessons on child guidance are well liked. I am sure they will appreciate having the new Social Service lessons on habit, emotion, adjustment, etc.

I suggest that the Theology lessons be more spiritual, less scholarly, shorter, more in narrative form, with about three main headings and fewer references. If a lesson is printed so that in reading it over once we can get the main ideas so as to be interested in it; then by studying it over with the teacher and class we get more from it; I think it would serve R. S. needs.

It was moved and carried that the following recommendation be made to the General Board: That the Theology Lessons be more spiritual, less scholarly, shorter, more in narrative form and with about three main headings.

A PROGRAM FOR SUMMER ACTIVITY — Zina C. Brown, British Mission

Sister Brown presented and discussed briefly the course of study which she has planned and adopted for the summer of 1938 in the British Mission. It consists of eight lessons on Health and Nutrition which were prepared and stenciled in her office. She felt that health work is always important, but that in Britain at this time this course is especially appropriate as the nation is putting on a Physical Fitness Campaign. Following are the subjects of the lessons:

1. Health - definition - etc.
2. Disease Germs and how they get into the body.
3. The struggle between the body and the germs.
4. Unhygienic habits.
5. Care of the sick.
6. Nutrition.
7. Milk as a food.
8. A balanced diet.

Sister Brown very graciously presented each of the Sisters with a copy of the lessons which were gladly received. Some of the Sisters expressed the desire to use some of the lessons in their missions this summer.

VALUE OF MUSIC IN RELIEF SOCIETY — Claire Murdock, Netherlands Mission

A. Music has a definite important place in the life of man:
   1. An expression of the innermost feelings.
   2. Highest and deepest longings are translated into music.
   3. Revelation from the Lord requesting Emma Smith to compile hymns.

B. Music unites us:
   1. Reverent Spirit in meetings.
   2. Love for one another.
   3. All taking part.

C. Chorister and Organist:
   1. Preparation
   2. Selection of songs.

The Value of Personal Supervision:

A. Personal Supervision gives us the actual picture of the condition of the organization:
   1. Material including lessons, programs instructions sent out.
   2. Union meetings play their part

B. Misunderstanding of the purpose of the organization.
   1. New officers with their own opinions. Examples.

C. Means of Personal Supervision:
   1. Board members.
   2. Branch Presidency.
   3. Elders.

D. Visit while the regular meeting convenes:
   1. Give helpful suggestions in an understanding spirit.
   2. Fill in a questionaire concerning the condition found in the organization.

SPECIAL EXCURSIONS FOR RELIEF SOCIETY — Martha S. Toronto, Czechoslovakia Mission

A. Why special excursions:
   1. To keep interest alive.
   2. Women like to go together to see interesting things.
   3. Education and enlightenment derived from excursions.
   4. Brings non-members into Relief Society.

B. What to visit:
   1. Art galleries.
   2. Factories - food products.
   3. Furniture displays.
   4. Museums, costumes, glass.
   5. Operas and Theatre.
   6. Table setting displays, etc.

C. How to organize:
   1. Seclect a committee.
   2. Select as membwrs of the committee women who know the city and are acquainted with expositions, museums, etc.

3. Decide on a definite time and place, and present it to the Relief Society - nothing is gained by mass discussion.
4. Announce excursions in all branch meetings.

RELIEF SOCIETY ANNIVERSARY DAY

Gertrude R. Garff
Danish Mission

A. Sacred Occasion.
   1. Suggestions in Handbook.
   2. Not to be used as means of raising funds.

B. When to celebrate.
   1. Sunday closest the seventeenth of March.
   2. Monday closest the seventeenth of March.
   3. On the seventeenth of March.

C. Program.
   1. Should contain following features:
      a. Historical.
      b. Spiritual.
      c. Inspirational.
   2. One source of information:
      a. Relief Society Magazine.
   3. Features to remember.
      a. Have members sit together.
      b. Honor oldest members.
      c. Dedicate one issue of the Star to the Relief Society.

VISITING TEACHER - WHAT ARE THEY ABLE TO DO - SHOULD THEY VISIT AT NIGHT?

Margaret M. Peterson
Norwegian Mission

I find the visiting teachers a great help in my mission. I find it is the best means of contact between the president and her members. She knows just how things are, who needs help and what should be done to help them. It is through the visiting teachers that any special message is taken out to the members. Since coming into the mission field, I find it a great help in collecting annual dues.

In November I asked the teachers after giving their topics to remind the members it was time to pay their annual dues and if they didn't have it then to try and have it the next time they called. This met with great success and in many of the smaller branches we have 100%.

Having visiting teachers is a fine way to keep track of members. It creates interest and stimulates attendance at our meetings. It also creates a better spirit - creates a feeling of oneness and cooperation.

Should they visit at night: Where it is possible, I think, the visits should be made in the afternoon. In this mission, however, so many of the women work that it necessitates making the visits at night in

many cases. Rather than not have the visits made, I think, they should be made at night.

A lengthy discussion followed Sister Peterson's topic. It was reported that it is almost impossible in most branches to carry out the work because of the scattered condition of the Saints and the great expense of travelling about. In the few branches where families live near enough together, teaching can be done rather successfully, but in general the plan as used in the wards cannot be carried out.

Sister Lyman suggested that the Sisters do the best they can; that they adopt as much of the plan as they can and try to carry out the spirit of the work in ways that are the most practical. And then not worry about it. She called attention to the fact that the teachers have nothing to do with disbursing charity. This is the work of the Branch President.

R. S. ANNUAL DUES - USE OF - WHEN TO COLLECT

Virginia B. Larson
Swedish Mission

The payment of an annual fee of 25 cents or its equivalent is one of the requirements of every Relief Society member.

This membership fee goes to make up a fund, the purpose of which is: to defray office expenses of District and Mission Relief Society officers; to help defray traveling expenses of Mission District Relief Society officers.

Every penny of the fund received from membership fees is spent for supervisory purposes.

The membership dues should be paid in advance -- in January of each year. For example, the dues for 1938 should be paid in January of 1938.

The annual fee should be paid to the Branch Relief Society Secretary-Treasurer, who will present the member with a receipt noting her name, date and amount received. This receipt may be in the form of a membership card.

Collection of Membership Dues:

A. Letter to branches in November or December to remind them of the dues. Satisfaction received from "paying one's way", and similar ideas, may be used in these letters.
B. Competition -- against time; against other branches.
C. Relief Society "Membership Party" in January. Idea of getting something immediately for money.
D. Issue "annual statement", as is common in the business world, stating uses of the dues, progress made, etc.
E. Allow members to raise quota jointly, by giving time and effort instead of money:

1. A Relief Society dinner.
2. Program.
3. Play.
4. Cake sale (with recipes)
   Candy sale (with recipes)
   Bread sale (with recipes) etc.

MISCELLANEOUS SUMMARY

Relief Society meetings throughout Europe are now being held separately from Priesthood meetings.

Effort is being made to gradually eliminate sewing from lesson meetings and to concentrate on sewing in work meetings.

Baptismal and burial clothing has received attention in all missions.

The advantages and disadvantages of local leadership of R. S., Primary and M. I. A. as compared with the supervision by the mission mother was discussed. All of the R. S. organizations are under the supervision of the mission presidents' wives but three - Danish, Netherlands and Norwegian, and these three seem to be suffering as a result. The wives are really compelled to do all the work and in addition clear up misunderstandings. The local sisters can carry district and local work fairly well, but for a number of reasons they do not do well in mission wide offices. They cannot travel about the mission; because of language difficulties they cannot understand the instructions from the General Boards. It is almost like the blind leading the blind.

It was the consensus of opinion that the best plan is for the Mission President's wife to act as Mission President of R. S. in all cases. She can visit through the mission regularly and can interpret all phases of the work. In the M. I. A. the missionaries are so helpful that local M. I. A. mission wide leaders do fairly well. The ideal condition would be for each mission to have a Sister Missionary from Zion for mission president of Y. W. M. I. A. and Primary respectively.

Union meetings are not generally held. It is impossible to carry out the Union meeting as outlined by the General Boards. Branches are too far apart and members are financially unable to travel. The only solution seems to be to held a union meeting in each branch.

Sister Kelly reported for the Handbook Committee. She stated that Sister Lyman had revised the Handbook and sent on a copy to her and Sister Rees, which they highly approved and planned to have translated into German for the three German speaking missions. Sister Lyman said that copies of this revised edition would be sent out to each mission immediately upon her return to London.

A number of the sisters objected to the title "Mission Mother". They thought the title rather sentimental and not very dignified.

They much prefer to be called Sister _____. No definite action was taken.

The Mission Mother's letter was discussed. It was felt that many items in it are entirely out of place. These items were pointed out by a committee - Sister Brown, Chairman. Since all the missions are well supplied with these letters, it was decided to use these for present distribution and probably take definite action at the next Conference regarding their future use. The majority of the sisters felt that such instruction should come from the Priesthood.

Two full sessions of the Conference were spent on a discussion of the book "The Art of Helping People Out of Trouble", by Karl De Schweinitz. The preparation by the sisters before the Conference made possible a most profitable seminar.

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